



Country: Jordan

Sector: Electricity Sector

Date of document: 14/3/2012

Topic: Incentives

Agreement type: Collective Agreement

Number of beneficiaries: 1227 workers



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Collective Employment Agreement under the provisions of the Jordanian Labor law No.8 for the year 1996

**First Party: Electricity Distribution Company General Shareholder
Represented by:**

1. Dr. Adnan Saad / Vice Chairman of the Board.
2. Eng. Mohamed Freihat / General Manager of the Company .

Second Party: General Trade Union of Workers in Electricity.

Represented by:

1. Mr. Ali Falah Al-Hadid, Head of the General Union.
2. Mr. Bakr Al-Kanahra / Vice-President of the General Union.
3. Mr. Ramadan Al-Adayla / Chairman of the Trade Union Committee.
4. Mr. Raafat Al-Abdalat / member of the trade union committee.

As the second Party has submitted to the first party the demands of the workers under the union's letter No. H.L.M.No.415/2011, Date 14/10/2011, concerning the conditions of work for the staff of the first party, And in the interest of both parties to maintain an atmosphere and an appropriate working environment of mutual respect and understanding between the two parties. And for the common interest in the continuity of development and promotion of work. And where the second party showed understanding of the company's current conditions and in a positive atmosphere , And understand each other's interest ,It has been reached a settlement of the workers' demands the subject of the letter of the union

referred to above and has been agreed between the two parties on the following:

1. The preamble of this agreement is considered as an integral part and read with it as one part.
2. The first party agreed to grant all workers in the company a premium of living cost of forty dinars.
3. The first party agreed to grant the position of employees at the main offices (center) by 4% and increase all employees in the sites by 2% of the allowance granted to them previously.
4. The first party agreed to reconsider the bonus granted to Cashier, collectors and resident collectors and accountants to become as follows:

Cashier 25 JD, resident collectors 20 JD, Portable Reader 20 JD Monitor, Secretary, Warehousing, Warehouse clerk and accountants 20 JD.
5. The first party agreed to grant a work risk allowance of 20 dinars for technicians and engineers and 10 dinars for drivers.
6. The first party agreed to grant the supervisors of the serviced offices a supervision bonus of JD 25 per month.
7. It was agreed to postpone the search for the end of service reward beyond 31/12/2013.
8. Formation of a joint committee of the parties to designate each of the parties' representatives to follow up the implementation of this Convention and any dispute arising from them.

9. The duration of the Convention is two years, with effect from 1 / 3 / 2012.

10. The second party is committed not to make claims with financial effect during the period of validity of the agreement.

* This agreement is made up of three copies, one for each party, and the third is deposited with the Ministry of Labor.

*Signed on Tuesday, 13/3/2012.

First Party: Electricity Distribution Company General Shareholder

Second Party: General Union of Workers in Electricity